

FACT FILE: Faculty Attitudes and Activities

	All institutions, by sex			By type of institution				
	Men	Women	All	Research	Doctorate	Comprehensive	Liberal arts	Two-year
POLITICAL CHARACTERIZATION								
Liberal	23%	29%	25%	34%	24%	26%	24%	19%
Moderately liberal	31%	33%	32%	33%	33%	33%	35%	29%
Middle of the road	17%	14%	16%	16%	15%	14%	14%	18%
Moderately conservative	21%	20%	21%	14%	21%	20%	21%	26%
Conservative	7%	4%	6%	3%	7%	7%	6%	9%
SCHOLARLY ACTIVITIES								
Major interests:								
Primarily research	7%	4%	6%	18%	8%	3%	2%	1%
Primarily teaching	41%	50%	44%	10%	21%	39%	49%	77%
In both, but leaning toward research	26%	18%	23%	48%	37%	20%	14%	6%
In both, but leaning toward teaching	26%	28%	27%	25%	34%	38%	35%	16%
Contact with schoolteachers:								
Had professional contact with teachers in elementary or secondary schools in the past year	53%	57%	54%	37%	48%	58%	59%	63%
TENURE								
Agree strongly or with reservations that:								
In my department tenure is now more difficult to achieve than it was five years ago	54%	54%	54%	61%	70%	65%	51%	37%
Many young faculty members at this institution will leave because it is "tenured in"	19%	21%	20%	21%	22%	23%	26%	14%
The abolition of faculty tenure would, on the whole, improve the quality of American higher education	27%	32%	29%	25%	27%	28%	32%	32%
In my department it is difficult for a person to achieve tenure if he or she does not publish	57%	45%	54%	94%	89%	65%	39%	6%
At my institution publications used for tenure and promotion are just "counted," not qualitatively measured	38%	38%	38%	42%	52%	54%	33%	19%
At my institution we need better ways, besides publications, to evaluate the scholarly performance of the faculty	68%	68%	68%	69%	77%	79%	69%	55%
The pressure to publish reduces the quality of teaching at my university	36%	34%	35%	52%	53%	41%	22%	14%
Teaching effectiveness should be the primary criterion for promotion of faculty	58%	73%	62%	22%	41%	68%	76%	92%
At my campus academic freedom would be protected whether faculty members could get tenure or not	43%	45%	44%	35%	37%	38%	52%	55%
Items considered very important for the granting of tenure in own department:								
Number of publications	29%	25%	28%	56%	54%	29%	8%	2%
Type of publications	24%	23%	24%	49%	42%	24%	10%	2%
Research grants received by the scholar	21%	19%	20%	41%	35%	19%	9%	3%
Observations of teaching by colleagues or administrators	19%	31%	23%	4%	6%	20%	28%	43%
Recommendations from outside scholars	22%	17%	20%	53%	29%	9%	16%	3%
Student evaluations of courses taught	24%	32%	26%	10%	19%	37%	44%	29%
Service within the university community	10%	22%	14%	3%	6%	17%	27%	19%
Academic advising	4%	8%	5%	1%	2%	6%	15%	6%
UNDERGRADUATE EDUCATION								
Rate own institution excellent or somewhat better than adequate in:								
Providing undergraduates with a general education	74%	77%	75%	62%	69%	73%	84%	85%
Preparing undergraduates for a vocation or career	73%	79%	75%	62%	69%	71%	71%	89%
Strengthening the values of undergraduates	36%	41%	37%	24%	32%	34%	70%	43%
Creating opportunities for undergraduates to engage in public service	29%	31%	30%	23%	28%	29%	53%	31%
Goals considered very important in undergraduate curriculum:								
Providing an appreciation of literature and the arts	48%	54%	50%	53%	50%	52%	65%	44%
Shaping students' values	39%	46%	41%	37%	39%	40%	54%	43%
Enhancing creative thinking	69%	73%	70%	72%	73%	71%	79%	67%
Providing a basic understanding in mathematics and science	57%	64%	59%	59%	59%	58%	62%	59%
Providing knowledge of history and the social sciences	50%	57%	52%	53%	52%	52%	59%	50%
Preparing students for a career	28%	39%	31%	19%	24%	27%	23%	47%
Comparing undergraduates at own institution now with those enrolled in the late 1960's and early 1970's, agree strongly or with reservations that:								
Undergraduates have become more conservative politically	85%	81%	83%	86%	86%	88%	87%	77%
Undergraduates have become more grade conscious	70%	68%	70%	72%	74%	73%	74%	63%
Undergraduates have become more careerist in their concerns	84%	82%	84%	85%	87%	87%	89%	79%
Today's undergraduates are more willing to cheat in order to get good grades ..	40%	48%	43%	40%	41%	43%	38%	45%
There is more racism among today's undergraduates	26%	33%	28%	31%	27%	31%	27%	24%
Fraternities and sororities are a more negative force on my campus	17%	14%	16%	26%	18%	20%	17%	5%
Agree strongly or with reservations that over the last five years:								
There is more alcohol abuse among today's undergraduates	30%	40%	33%	28%	29%	33%	42%	36%
There is more drug abuse among today's undergraduates	29%	41%	33%	27%	29%	33%	32%	37%
Academic advising at own institution is primary responsibility of:								
Faculty	67%	64%	66%	72%	76%	85%	96%	40%
Full-time advisers	25%	29%	26%	20%	19%	11%	3%	49%
Student-affairs professionals	4%	2%	4%	4%	2%	2%	1%	5%
Others	3%	3%	3%	2%	2%	2%	1%	5%
Agree strongly or with reservations that:								
Undergraduates at my institution are not getting as good an education today as they did five years ago	18%	19%	18%	17%	18%	19%	14%	20%
State-mandated assessment requirements threaten the quality of undergraduate education and intrude on institutional autonomy	45%	43%	44%	45%	42%	43%	51%	44%
The number of general education courses required of all undergraduates should be increased	37%	38%	37%	40%	33%	34%	33%	41%
I enjoy interacting informally with undergraduates outside the classroom	84%	81%	83%	77%	83%	85%	92%	84%
Undergraduates should seek out faculty only during posted office hours	13%	19%	15%	15%	15%	13%	12%	16%
Grade inflation is a problem at my institution	63%	62%	62%	64%	64%	62%	65%	60%

	All institutions, by sex			By type of institution				
	Men	Women	All	Research	Doctorate	Comprehensive	Liberal arts	Two-year
UNDERGRADUATE EDUCATION—Continued								
I find myself not grading as "hard" as I should	49%	49%	49%	48%	49%	50%	54%	48%
The undergraduates with whom I have close contact are seriously underprepared in basic skills such as those required for written and oral communication	74%	77%	75%	68%	70%	73%	64%	85%
Typical size of own introductory undergraduate class:								
Less than 20	11%	15%	12%	12%	10%	11%	28%	11%
20 to 39	51%	53%	51%	30%	40%	53%	56%	59%
40 to 99	28%	23%	28%	33%	36%	30%	14%	25%
100 and above	9%	9%	9%	25%	13%	6%	2%	5%
Hours spent per week in formal undergraduate instruction:								
None	7%	5%	6%	18%	9%	5%	2%	0%
1 to 5	21%	18%	20%	46%	34%	15%	10%	6%
6 to 10	28%	27%	28%	28%	41%	40%	39%	13%
11 to 15	26%	32%	28%	6%	11%	33%	38%	39%
16 and above	19%	17%	19%	2%	4%	7%	10%	41%
MANAGEMENT, PERSONNEL, AND EDUCATIONAL ISSUES								
General view of own institution:								
Very good place for me	49%	50%	49%	42%	37%	39%	50%	65%
Fairly good place for me	44%	42%	43%	48%	52%	51%	42%	32%
Not the place for me	7%	8%	7%	9%	11%	10%	8%	3%
Aspects of higher education considered very important:								
Own institution	39%	43%	40%	30%	34%	36%	52%	50%
Own academic discipline	75%	82%	77%	77%	75%	75%	76%	81%
Own department	52%	57%	53%	47%	48%	52%	58%	58%
Relationship with undergraduates	54%	62%	57%	36%	49%	60%	72%	68%
National or international societies in own discipline	17%	22%	18%	26%	21%	19%	13%	13%
Agree strongly or with reservations that at own institution:								
The administration supports academic freedom	68%	65%	67%	63%	61%	62%	75%	74%
The institution is managed effectively	49%	53%	50%	37%	44%	46%	61%	61%
Faculty members who become administrators soon lose sight of what it means to be a teacher or to do research	52%	53%	52%	47%	50%	55%	39%	58%
The institution spends too much time and money teaching students what they should have learned in high school	69%	66%	68%	60%	64%	73%	56%	73%
The institution has serious financial problems	42%	39%	41%	51%	47%	48%	38%	28%
There are more part-time and adjunct faculty members who work at the institution than there were five years ago	56%	63%	58%	38%	50%	57%	55%	75%
The institution is as interested now in increasing the numbers of women and minority members on the faculty as it was five years ago	72%	61%	69%	69%	69%	65%	66%	72%
I am satisfied with the results of affirmative action	50%	48%	49%	44%	47%	48%	46%	55%
Issues raised by affirmative action are causing serious strains among the faculty in the department	15%	16%	16%	14%	16%	13%	8%	20%
The normal academic requirements should be relaxed in appointing members of minority groups to the faculty at this institution	9%	6%	8%	11%	8%	9%	9%	5%
There is more alcohol abuse among my colleagues than there was five years ago	5%	7%	6%	5%	5%	5%	4%	8%
Administration at own institution is:								
Very autocratic	30%	31%	30%	31%	33%	34%	22%	28%
Somewhat autocratic	40%	38%	39%	41%	42%	39%	31%	39%
Somewhat democratic	25%	25%	25%	23%	22%	22%	34%	28%
Very democratic	6%	6%	6%	5%	4%	4%	13%	6%
Rate as excellent or good at own institution:								
Own salary	48%	45%	48%	45%	38%	40%	29%	62%
Own teaching load	49%	45%	47%	58%	49%	37%	39%	50%
Academic reputation of department outside the institution	64%	70%	66%	67%	53%	55%	62%	79%
Intellectual environment	45%	43%	45%	52%	39%	31%	52%	49%
Administration	36%	38%	36%	28%	30%	32%	47%	45%
Quality of life	53%	46%	51%	48%	45%	43%	56%	57%
Sense of community	35%	38%	37%	25%	30%	32%	56%	45%
Agree strongly or with reservations that:								
Performing sponsored research for a private company is not a proper university activity	25%	27%	25%	24%	21%	25%	28%	27%
Exciting developments are now taking place in my discipline	76%	78%	77%	77%	78%	77%	76%	76%
In my discipline, most faculty agree on the standards of good scholarship	56%	56%	56%	54%	53%	56%	61%	59%
During the past two or three years financial support for work in my discipline has become harder to obtain	53%	55%	54%	63%	59%	53%	53%	46%
Multi-disciplinary work is "soft" and should not be considered scholarship	9%	5%	8%	7%	6%	8%	8%	9%
Too many students ill-suited to academic life are now enrolling in colleges and universities	64%	63%	64%	54%	59%	66%	61%	70%
There has been a widespread lowering of standards in American higher education	65%	72%	67%	60%	63%	67%	68%	73%
My job is the source of considerable personal strain	40%	51%	44%	48%	46%	45%	48%	38%
I tend to subordinate all aspects of my life to my work	39%	43%	40%	46%	42%	44%	47%	32%
This is a poor time for any young person to begin an academic career	20%	19%	20%	22%	22%	20%	17%	18%
If I had it to do over again, I would not become a college teacher	15%	14%	15%	14%	16%	17%	14%	13%
I may leave this profession within the next five years	31%	32%	31%	26%	32%	33%	33%	34%
I often wish I had entered another profession	17%	19%	17%	14%	19%	20%	15%	19%
I feel trapped in a profession with limited opportunities for advancement	19%	21%	20%	14%	20%	22%	18%	22%
I am more enthusiastic about my work now than I was when I began my academic career	42%	49%	44%	41%	39%	45%	47%	47%

Note: Figures are based on a national survey conducted in February 1989 of 9,996 faculty members at 306 colleges and universities. The response rate to the survey was 54.5 per cent. Unless otherwise indicated, the figures cover the 1988-89 academic year. The statistics are weighted by type of institution. The responses to the attitude and activity questions cover full-time faculty members

only, while the responses to the questions concerning characteristics cover both full- and part-time faculty members. Figures may not add to 100 per cent because of rounding, multiple responses, or the omission of "neutral" or other response categories.

SOURCE: CARNEGIE FOUNDATION FOR THE ADVANCEMENT OF TEACHING

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News Summary

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J. D. Salinger's lawsuit to block a biography of him has not had the chilling effect on scholarship that some expected: Page A4.

A newly discovered property of light may help astronomers determine why connected objects in the universe seem to be traveling at different speeds: Page A4.

Minority students say graduate school is rough for reasons their white professors and fellow students do not always understand: Page A19.

Gov. Thomas H. Kean leaves office known as a leader with creative ideas about higher education. Excerpts from an interview: Page A26.

A California Congressman is focusing on charges that leading colleges discriminate against Asian Americans in admissions, but some mistrust his motivation: Page A27.

Plans for a power plant at West Virginia U. have sparked protests about health risks: Page A37.

Prompted by complaints from students, more medical schools are offering alternatives to using live animals in experiments: Page A41.

A "reverse brain drain" is taking place in South Korea as thousands of expatriates come home: Page A45.

Hundreds of East German university instructors and students joined thousands of demonstrators for democracy: Page A45.

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CAMPUSES A 'GOOD ENVIRONMENT'

Some Colleges Warn Students That Cult-Like Methods Are Being Used by Christian Fundamentalist Groups

By TANYA GAZDIK

Joyce Cole first heard of the fundamentalist Maranatha Christian Fellowship at a weekend conference during her junior year at Western Michigan University. She was so inspired by Maranatha's leader, Robert Weiner, that she decided to find out more about the group.

As Ms. Cole became involved in the fellowship, she drove 80 miles to Michigan State University as many as three times a week to attend services, since Western Michigan did not have a Maranatha chapter of its own. She says now that her grades dropped, she lost touch with her friends, and her relations with her family deteriorated.

When she graduated, in 1983, Ms. Cole postponed her career plans and spent five more years at Western Michigan living in a house with three other Maranatha members, trying to attract students to the group.

Experiences like Ms. Cole's are increasingly common, according to many

student-affairs administrators. Students who in earlier years might have joined such groups as the Hare Krishnas or the Unification Church are now joining fundamentalist Christian groups that use what many campus officials call cult-like techniques to attract and retain members.

More Activity Reported

Elizabeth M. Nuss, executive director of the National Association of Student Personnel Administrators, says more religious organizations—especially evangelical groups—are seeking recognition on campuses. Institutions in the Southwest and on the West Coast, in particular, have reported more activity than usual from such organizations, she says.

Representatives of Maranatha and other evangelical groups maintain that they are religious organizations, not cults. But some colleges and universities have started educational programs

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Joyce Cole describes Maranatha as an authoritarian group whose leaders dictate everything from what members may read to whom they may marry.

South Africa's Education Minister Rules Out 'Major Changes' in Policy of Segregation

By LINDA VERGNANI

CAPE TOWN

South Africa's new Minister of National Education, Gerrit Viljoen, has dashed hopes that the government intends to make any "major changes" in its policy of racially segregated education in the foreseeable future.

In a statement responding to written questions from *The Chronicle*, Mr. Viljoen declared: "The government does not consider changing the policy of education being provided as 'own affairs' through differentiated departments of education."

The term "own affairs" refers to a system in which three separate education ministries oversee segregated programs for whites, people of mixed race, and Indians, with a fourth ministry in charge of education for the country's black majority.

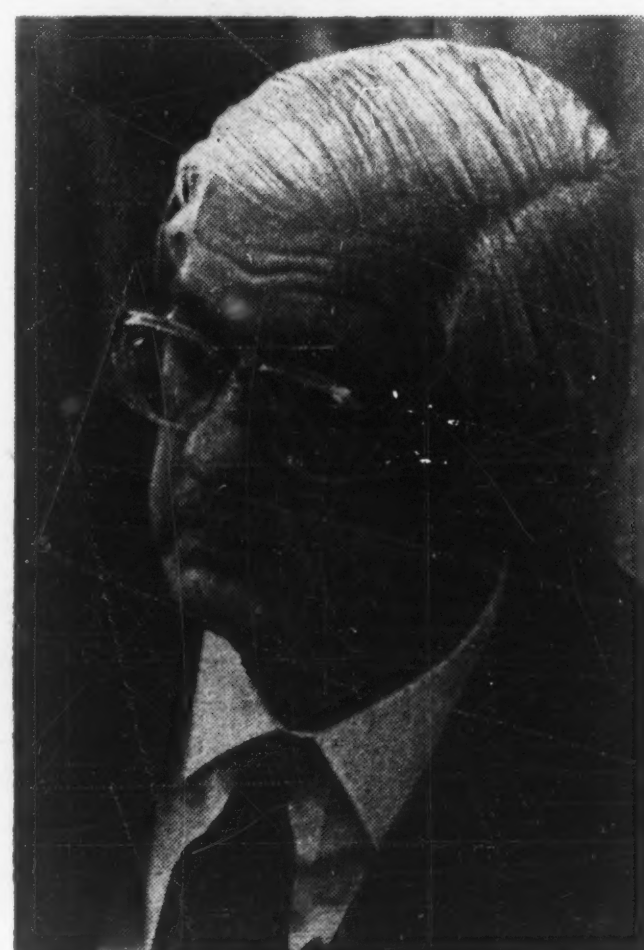
Mr. Viljoen made clear that his comments applied to higher education, as well as to other levels of schooling.

Hope by Foes of Apartheid

His hard-line reply came at a time when conciliatory steps by President F. W. de Klerk had led foes of apartheid to speculate about improved chances for its eventual end.

Mr. Viljoen said the ruling National Party remained "committed to achieving equal opportunities and equal standards in education for all sections of the population, as soon as possible within the finan-

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MALCOLM G. SCULLY, FOR THE CHRONICLE

Gerrit Viljoen: By continuing the "own affairs" approach to education, he reinforces a policy educators regard as a major obstacle to change.

Computers Allow Professors to Customize Their Textbooks

Some observers believe new customized publishing ventures will revolutionize the way students and professors get information: A19.

Supreme Court to Decide Whether a College Must Open Its Tenure Files

By DEBRA E. BLUM

WASHINGTON

The Supreme Court heard oral arguments last week in a case that may set a precedent in a long-standing debate over whether university tenure-and-promotion files should be disclosed.

The case, *University of Pennsylvania v. Equal Employment Opportunity Commission*, pits the confidentiality of tenure files—a tradition at many colleges and universities—against the right of a person to pursue a discrimination claim based on information in the files. It has captured the attention of many in higher education.

'Significant for Higher Education'

"We're watching closely," said Daniel Steiner, vice-president and general counsel at Harvard University. "I expect the decision to be very significant for all of higher education."

Harvard, Princeton, Stanford, and Yale Universities and the American Council on Education all filed friend-of-the-court briefs with the Supreme Court on behalf of the University of Pennsylvania.

The American Association of University Professors filed a non-aligned brief.

The case arose from a race- and sex-discrimination complaint filed with the E.E.O.C. by Rosalie Tung, a former associate professor of management at Pennsylvania's Wharton School who had been de-

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MARGINALIA

From the Barnard College Report:

"Natalie Kampen, visiting professor in women's studies and art history, has been promoted to full professor with tenor."

Let's all join them in happy song.

A student in the New York State College of Ceramics at Alfred University received a graduate-school application form from the University of California at Santa Barbara.

It was addressed to him, appropriately enough, at Alfred University.

From a memorandum to the faculty and staff at Adrian College:

"I will conduct a 30 minute seminar for faculty on October 19, at 11:00 - 11:25 a.m."

Rush, rush, rush!

It's Adrian's big week for memoranda. Here's an excerpt from another, this one from the Career Development Center:

"Attached is a list of all the alumni's that will be participating in the first Alumni Career Fair."

You're sure you didn't leave any alumni's out?

Advertisement in the *Daily Beacon*, the student paper at the University of Tennessee at Knoxville:

"The UT Faculty Club, an elegant restaurant and club, is now hiring people experienced or interested in all aspects of a fine dining establishment. . . ."

Elegant, but not without its defects?

From notes on a meeting of the University Planning Council at California State University, Northridge:

"Mininberg began the discussion of Academic Affairs planning documents by observing that although he had no problem with the sense of direction expressed in the planning documents, he did question some of the wording which was utilized and he referred the group to the following three examples:

"a) Draft #1 / '1988-89 Report of the Academic Affairs Planning Council' / Page 2 / Paragraph 6 'In addition, planning hierarchies tend to be different from the organization hierarchies, since academic objectives must have higher priorities than supportive objectives.' Mininberg commented that although the notion of academic objectives driving other institutional objectives is good, academic objectives should not be shown as having a higher priority than other institutional priorities.

Heaven forbid!

—C.G.

In Brief

Computer-Virus Author to Face Federal Charges

Robert T. Morris, Jr., will stand trial in the U.S. District Court in Syracuse, N.Y., at the end of this month on charges of unleashing a rogue computer program that brought some 6,000 computers to a halt at research sites and universities across the country a year ago.

A recent attempt to have the case dismissed on grounds that the U.S. Department of Justice had revealed to reporters that Mr. Morris had given a statement to prosecutors, was rejected this month.

Mr. Morris, 24 years old, was suspended by Cornell University—where he is a graduate student—after the university investigated the incident. The university concluded that Mr. Morris had acted with "reckless disregard" of the consequences when he sent the program out to replicate itself thousands of times on ARPANet, the Department of Defense research network.

Mr. Morris is charged with violating the 1986 Computer Fraud and Abuse Act. If convicted, he could face up to five years in prison and a fine of up to \$250,000.

Fraternity Suspended After Death of Pledge

CARLISLE, PA.—Dickinson College has suspended a fraternity for alcohol-policy violations that may have contributed to the death of a freshman in September.

The Alpha Chi Rho fraternity violated university policy by failing to register a campus party at which alcohol was to be served.

At the party, Steven C. Butterworth—who was being recruited by the fraternity—sustained fatal head injuries when he fell from the third-floor window of a dormitory.

Urban Institutions Urged to Reach Out to City Dwellers

By ELIZABETH GREENE

INDIANAPOLIS

If urban universities are to flourish in the next century, they must provide more unconventional opportunities for city dwellers to become involved in campus life, administrators at a conference here agreed.

To fulfill their educational missions and to fill the seats in their classrooms, participants said, universities have to be more responsive to the complex needs of people with families and full-time jobs—the so-called "new majority" students.

Attracting the Community

Last week's meeting, sponsored by Indiana University-Purdue University at Indianapolis, was called to discuss the future of the urban university. It drew representatives from institutions that were closely identified with their cities. Older students, often locked into attending universities in their home towns, made up a

large percentage of the participants' campus populations.

"It's important for the people who are working at urban institutions to come together to talk about the problems that they see and the insights that they have," said Gerald L. Bepko, chancellor of the Indiana-Purdue campus.

Participants discussed ways to make urban universities more attractive to community members who ordinarily would not consider enrolling. Their ideas included sponsoring popular cultural events on the campus, such as concerts, to familiarize city residents with the university; offering a greater number of ethnic-studies courses and majors; and establishing programs that shared technical expertise with people from local companies.

FBI to Purge its Files of Investigation's Records

WASHINGTON — The Federal Bureau of Investigation has

agreed to remove from its files thousands of pages of documents that tracked the activities of students, faculty members, and others who were members of an organization active in protesting the Reagan Administration's policies in Central America from 1983 to 1985.

Records of the F.B.I.'s two-year investigation of the Coalition in Solidarity with the People of El Salvador (CISPES) are to be transferred to the National Archives and Records Administration, where they will be permanently stored. Congress and the F.B.I. are still negotiating the date and terms of the transfer.

The bureau's investigation, which turned up no evidence of illegal activity, nonetheless led to the listing of 2,375 individuals and 1,330 groups in the bureau's central investigative index.

Many of the people were affiliated with colleges and universities, at least 18 of which were named in the bureau's records of the investigation (*The Chronicle*, February 10, 1988).

Alabama State U. Won't Name Dorm for Abernathy

MONTGOMERY, ALA.

The trustees of Alabama State University have decided against naming a dormitory for the Rev. Ralph David Abernathy because of controversial passages in his new book.

In the book, *And the Walls Came Tumbling Down*, Mr. Abernathy wrote that the Rev. Martin Luther King, Jr., had spent the evening before he was assassinated with two women and fought with a third. None of the women was his wife.

The Board of Trustees initially recommended that one dormitory be named for Dr. King and a second for Mr. Abernathy. In response to

the book, the trustees unanimously voted this month not to name the second dormitory after Mr. Abernathy.

Alabama law requires the university to seek approval from the Legislature before naming a campus building after a person who is still alive.

Referring to Mr. Abernathy, a university spokesman, John F. Knight, said the board "personally didn't want to name it after him and didn't think the Legislature would approve."

The dormitories are still under construction, but one of them already has been named for Dr. King.

Mr. Knight said the trustees had not yet decided on a



new name for the second dormitory.

—DENISE K. MAGNER

Students March in Protest of Hate Mail on Campus

JACKSONVILLE, ILL. — About 400 students marched across the MacMurray College campus last week to protest 40 anonymous letters containing racial slurs that had been sent to black students and a black staff member.

The letters, which were sent through the campus mail system, included racially insulting comments and some slurs directed at specific people, said Alison L. Satterfield, a spokeswoman for the college.

Edward Mitchell, the college's president, canceled some afternoon classes on the day the letters were discovered and called a campuswide meeting. Discussions of cultural diversity and of ways to combat racist behavior also have been held, Ms. Satterfield said.

The Jacksonville Police Department is investigating the letters but has yet to identify any suspects.

At the College of Wooster in Ohio, police filed criminal-mischief charges last week against two students at the college who admitted pouring gasoline on the campus lawn in the shape of a cross and then igniting it. The two students came forward voluntarily, said a police spokesman, adding that evidence indicated the cross-burning had not been racially motivated.

Global Warming Is Focus of Scientists' Campaign

Students and faculty members on 270 campuses nationwide discussed global warming last week as part of the Union of Concerned Scientists' education campaign on the "greenhouse effect."

More than 300 lectures, debates, and seminars were planned